

Trends for Health Services Officers Temporary Promotions, 2010-2017

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Prepared July 28, 2017



**Health Services Professional Advisory Committee
Analytics Subcommittee**

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Purpose

The Health Services Professional Advisory Committee's (HS PAC) Analytics Subcommittee conducts a yearly analysis of Temporary and Permanent promotion statistics in order to identify and characterize promotion trends among officers in the Health Services Category. This report is the result of the annual analysis, and utilizes only group statistics (e.g., rates, averages, highs, lows, and promotion cutoffs). The intent of this report is to help inform HS officers of promotion trends for the category, with hopes it will assist officers in preparing for promotion.

Methods

This report highlights data for Promotion Year (PY) 2017 and analyzes trend information from PYs 2010-2016.

Data was gathered from the Promotion Results page of the USPHS Commissioned Corps Management Information System (CCMIS)¹ website. **Table 1** shows what data were collected for each rank.

Table 1. Data Points Collected for Each Rank

- High, low, average, and cutoff promotion scores
- Total number of eligible officers
- Total number of promoted officers
- Average promotion precept scores of promoted officers

Only Temporary promotion data were available for 2017 at the time of report preparation. Promotion statistics for O-4, O-5, and O-6 ranks were available from 2010 to 2017. Individual precept data were available after 2012.

This report includes a number of analyses, including the number of officers who were not promoted, as well as the rates of successful promotions to each rank for each promotion year. Promotion rates for each rank were also compared to the total number of eligible officers, as well as with the proportion of officers promoted to those not promoted.

Promotion precept data were analyzed by comparing the average scores for each of the four precepts among the three ranks included in the data (O-4, O-5, and O-6).

¹ Statistical information was drawn from https://dcp.psc.gov/ccmis/promotions/PROMOTIONS_index_m.aspx

Results

Temporary Promotion

Data for Temporary promotions, shown in **Figure 1**, indicates:

- 1) Within each rank, promotion rates were nearly identical from 2010-2012 (O-4=~90%, O-5=43%, O-6=29%)
- 2) After remaining consistent from 2010 through 2014, the average promotion rate to O-4 declined to 61% of eligible officers in 2017, its lowest rate in eight years. This reflects an increasingly competitive process.
- 3) Average promotion rate to O-5 has remained between 23-30% since 2013.
- 4) Average promotion rate to O-6 has remained close to 20% since 2013

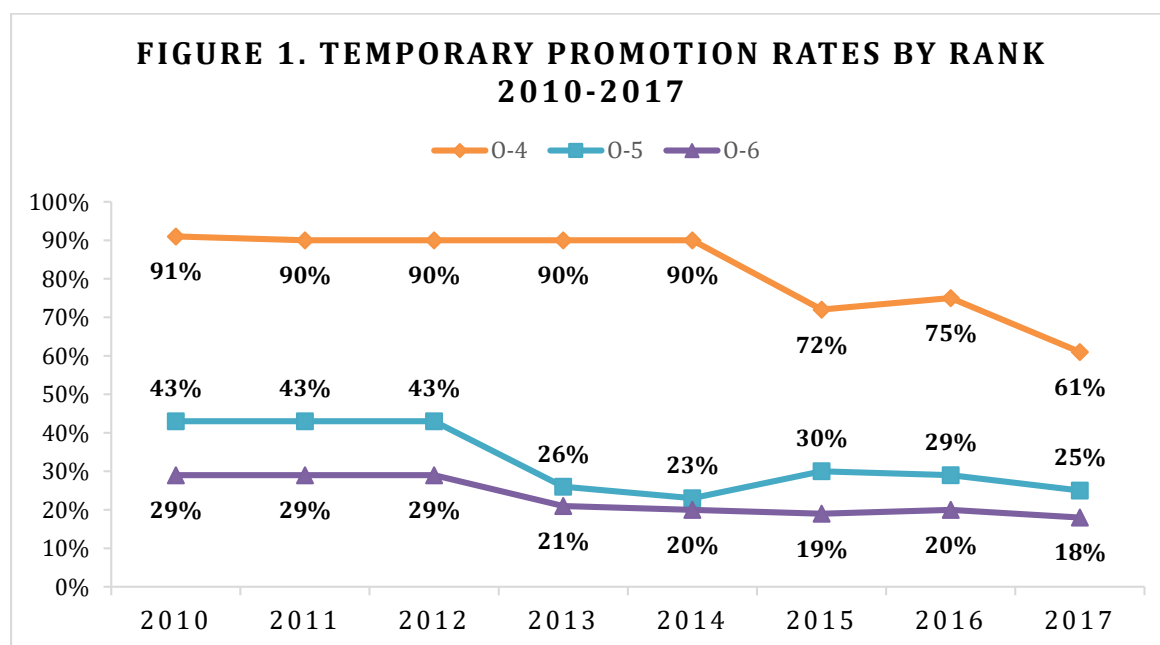
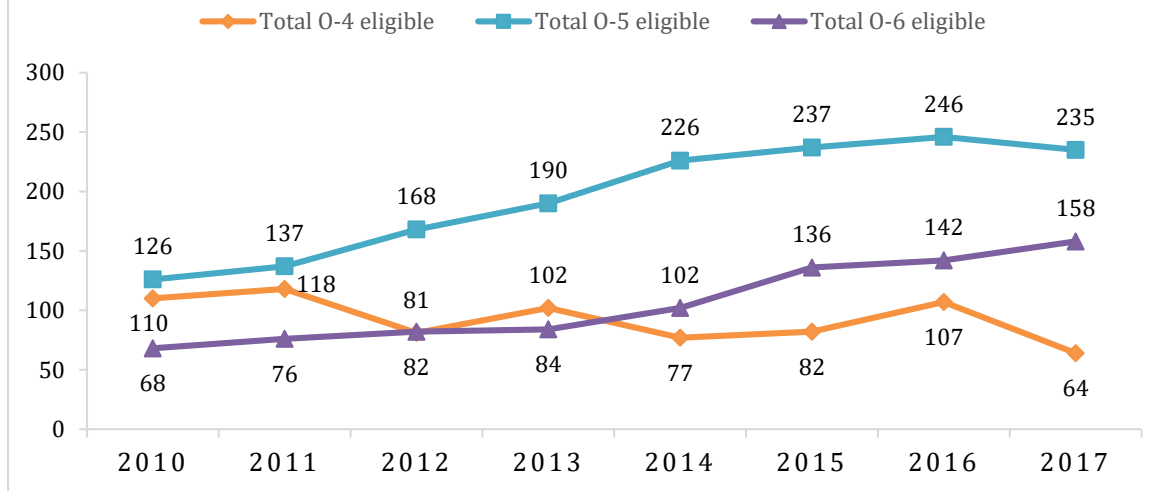


Figure 2 presents the number of officers eligible for Temporary promotion for these ranks over time. The most dramatic difference in 2017 was the 40% decrease from 2016 in the number of officers eligible for promotion to O-4. There was a slight reduction in officers eligible for O-5 and a slight increase in officers eligible for O-6 in 2017. The number of officers eligible for promotion to O-4 and O-5 have increased by 232% and 187%, respectively, between 2010-2017.

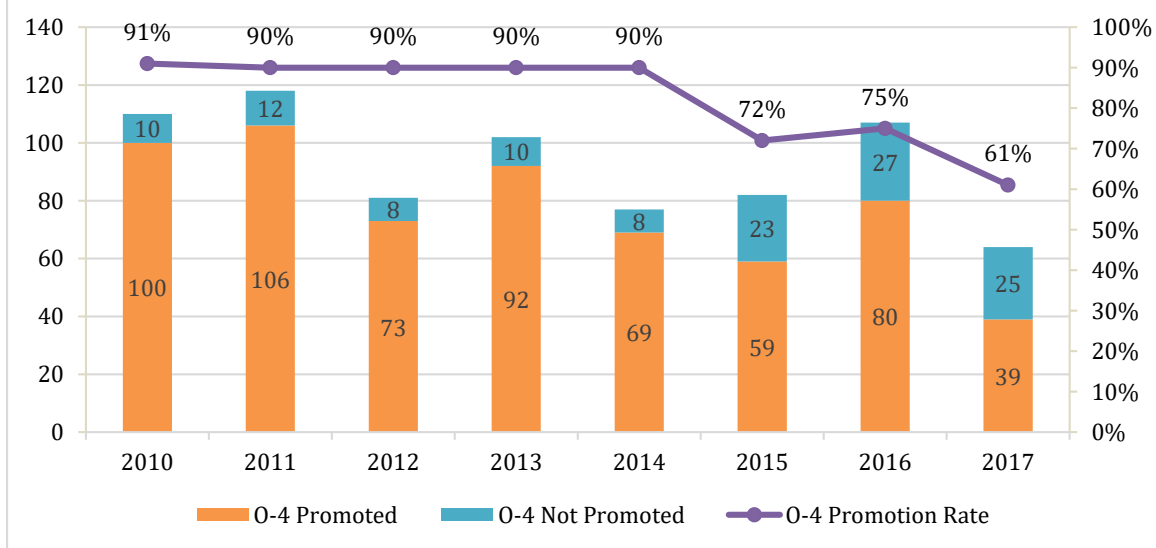
FIGURE 2. NUMBER OF OFFICERS ELIGIBLE FOR TEMPORARY PROMOTION BY RANK, 2010-2017



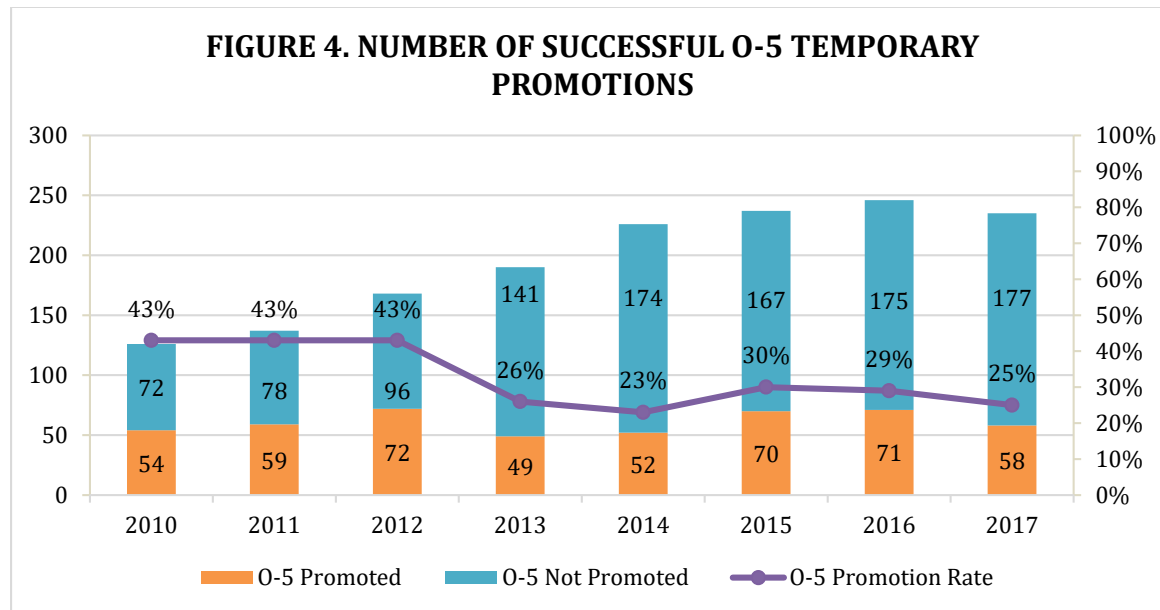
The following three figures show the number of promoted officers (in orange) versus not promoted officers (in blue) to O-4, O-5, and O-6 with the promotion rate (in purple) from 2010-2017 also shown.

Figure 3 shows that the number of officers eligible for Temporary O-4 promotion in 2017 decreased to its lowest value since the onset of data collection. However the number of not promoted officers was comparable to values observed in 2015-2016. .

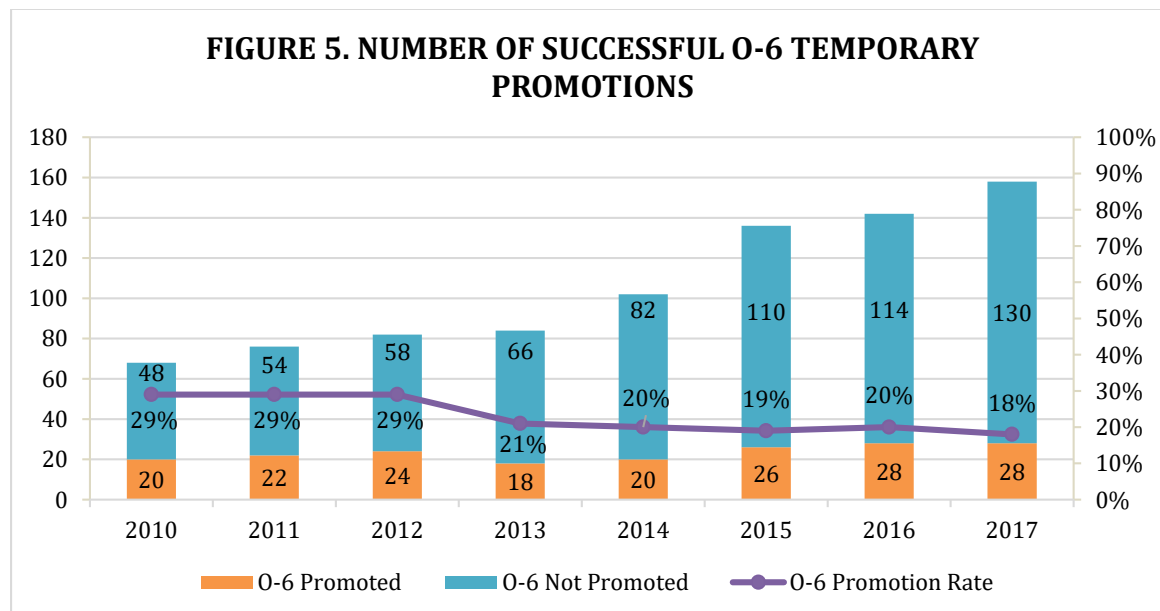
FIGURE 3. NUMBER OF SUCCESSFUL O-4 TEMPORARY PROMOTIONS



Temporary promotion to O-5 is shown below in **Figure 4**. The number of officers not selected for promotion to O-5 has remained similar since 2014.



Despite a slight increase in the number of officers eligible for Temporary promotion to O-6 in 2017, as shown below in **Figure 5**, the promotion rate held stable.



Figures 6-9 show the change in average precept scores by rank between 2012 and 2017 for promoted officers. Between 2012 and 2014, all average precept scores generally increased with the highest observed scores for all ranks and precepts occurring in 2014. The scores have since steadily decreased across all ranks and precepts except for the average O-5 Officership precept score, which increased slightly in 2016.

2017 resulted in the lowest scores across all ranks and precepts as of yet.

The Performance precept, which has generally maintained the highest average scores across all years and ranks, saw a significant decline in scores in 2017: There was a 17-point drop for O-4 promoted Officers, a 13-point drop for O-5 promoted Officers, and a 20-point drop for O-6 promoted Officers). The Officership precept also declined significantly in 2017 with a 7, 11, and 10-point drop for O-4, O-5, and O-6 promoted Officers respectively. The Professional Development and Career Progression precepts did not have as considerable a decline in scores.

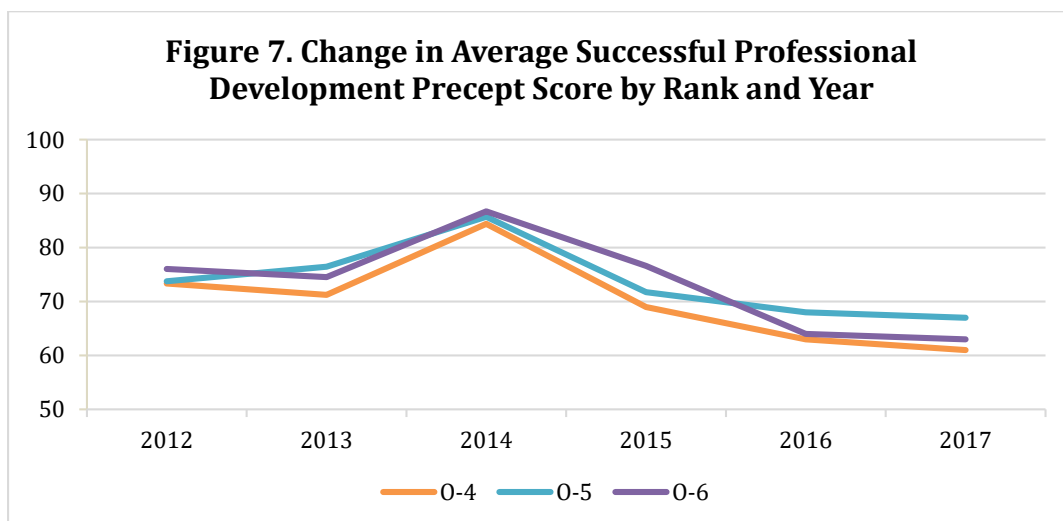
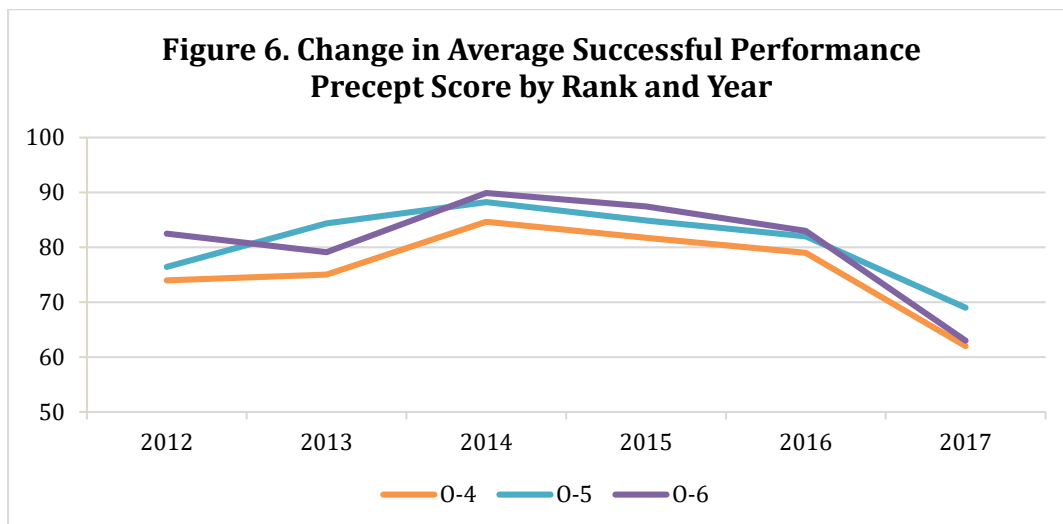


Figure 8. Change in Average Successful Career Progression Precept Score by Rank and Year

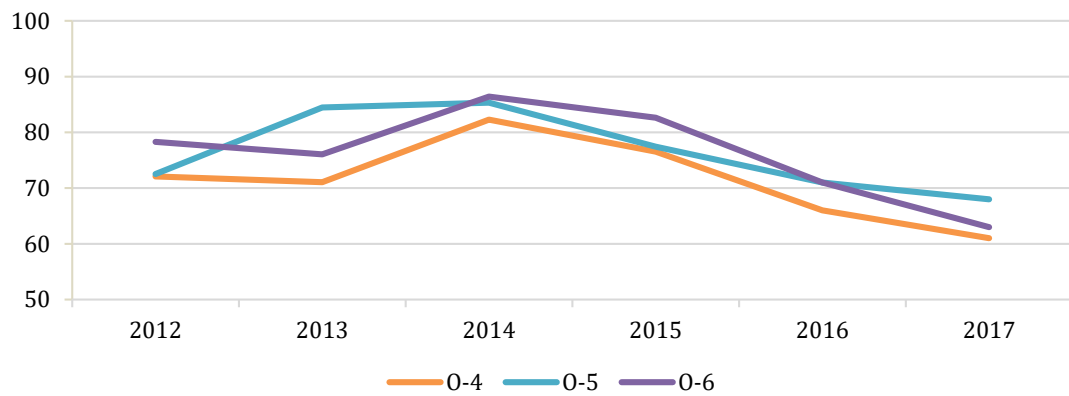


Figure 9. Change in Average Successful Officership Precept Score by Rank and Year

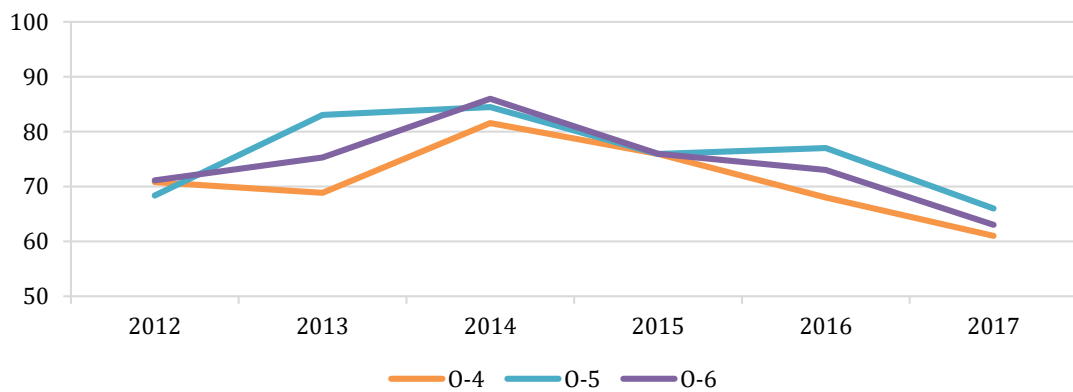
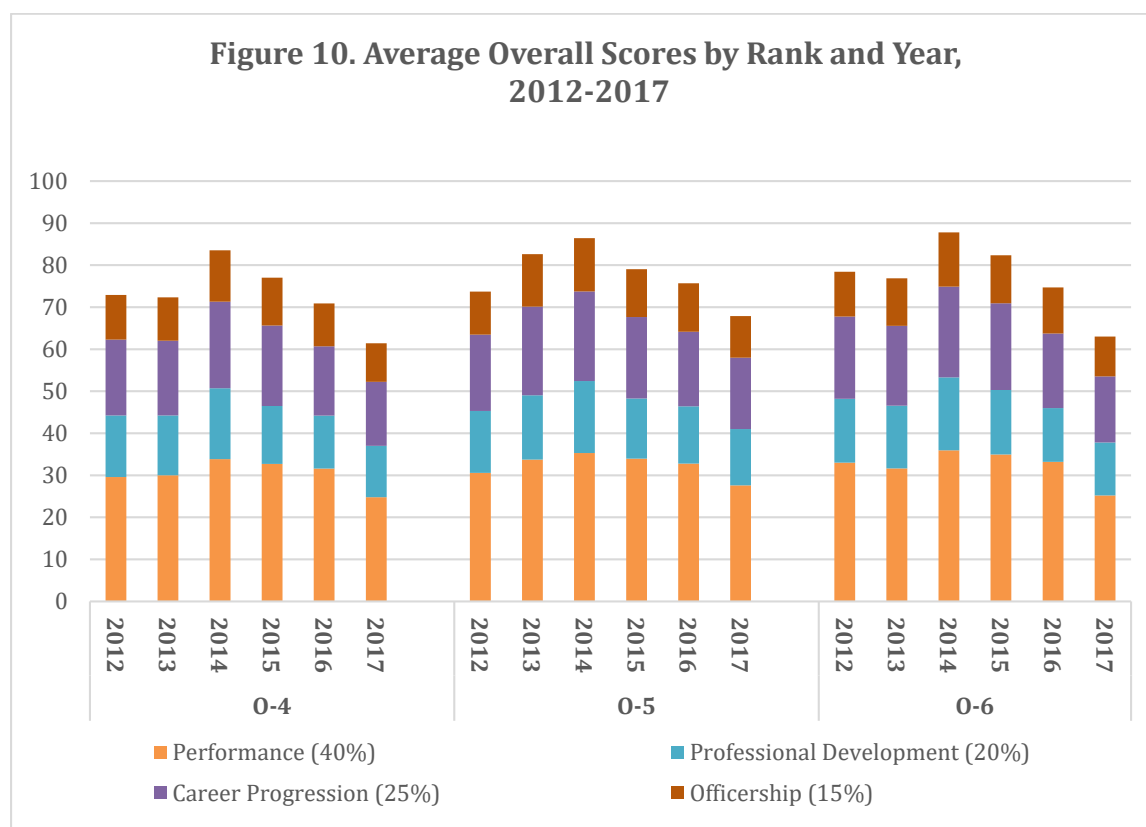


Figure 10 shows the average overall total promotion score by rank and year based on the sum of weighted average precept scores for promotion years 2012-2017. The data from Figures 6-9 was weighted according to the promotion benchmark policy. The weight each precept carries towards the overall score is noted in parentheses next to the corresponding precept. Furthermore, the colors of the stacked bars reflect the proportion each precept contributes to the overall score for successfully promoted Officers. The height of the bars (total sum of the four weighted precept scores) reached a peak in 2014 and then decreased each year thereafter. This pattern is similar to that which is seen in Figures 6-9 when looking at individual precept scores. Across all ranks, the 2017 average overall scores are the lowest to date.



Findings

Temporary Promotion

The promotion rates for 2017 declined across all ranks when compared to the 2016 rates. The 2017 promotion rates are the lowest during the report timeframe for O-4 and O-6 officers and the second lowest rate for O-5 officers (a lower promotion rate for O-5 officers was seen in 2014).

The O-4 average promotion rates were consistently ~90% from 2010 through 2014. In 2015, the O-4 promotion rate dropped to 72% then slightly increased to 75% in 2016. In 2017, only 61% of eligible officers were promoted to O-4.

The O-5 average promotion rate was consistently 43% from 2010 - 2012, falling to 26% in 2013. The rate decreased slightly further to 23% in 2014. PYs 2015 and 2016 saw an increase in the O-5 promotion rate to ~30%. However, in 2017 the O-5 promotion rate decreased to 25%, a 5% decrease from 2016 and an 18% decrease from 2012.

Likewise, the average promotion rate to O-6 remained stable for PYs 2010–2012 at 29%. It then declined to 21% in 2013, where the promotion rate has remained stable until it dropped to 18% in 2017, the lowest rate as of yet. The 2017 promotion rates for O-6 decreased by 2% from 2016 and 11% from 2012.

Taking rank out of consideration, a total of 457 Health Services Officers were eligible for promotion in 2017 with 125 officers promoted. This resulted in an overall 27% promotion rate for the Health Services category.

In regard to the number of officers eligible for Temporary promotion, **Figure 3** shows a visible decrease in the total number of eligible officers for O-4 promotion (only 64 in 2017 compared to 107 in 2016), but shows that the gap between those who were promoted to Temporary O-4, and those who were not, is closing.

Figure 4 shows that Temporary promotion to O-5 is increasingly competitive.

Figure 5 shows the number of successfully promoted officers to O-6 was unchanged from 2016 (28 officers) We see that even though the actual number of officers promoted to O-6 has increased over time (20 in 2010 to 28 in 2017), the number of eligible officers has also increased over time resulting in a lower promotion rate. 2017 saw the highest number of eligible officers for O-6 promotion during the report period and the lowest promotion rate of 18%.

Appendix: Tables

Table A: Temporary Promotion Rates

	2010	2011	2012	2013	2014	2015	2016	2017
O-4	91%	90%	90%	90%	90%	72%	75%	61%
O-5	43%	43%	43%	26%	23%	30%	29%	25%
O-6	29%	29%	29%	21%	20%	19%	20%	18%

Table B: Number of Temporary Promoted and Not Promoted Officers by Year

	2010	2011	2012	2013	2014	2015	2016	2017
O-4 Promoted	100	106	73	92	69	59	80	39
O-4 Not Promoted	10	12	8	10	8	23	27	25
Total O-4 eligible	110	118	81	102	77	82	107	64
O-5-Promoted	54	59	72	49	52	70	71	58
O-5-Not Promoted	72	78	96	141	174	167	175	177
Total O-5 eligible	126	137	168	190	226	237	246	235
O-6- Promoted	20	22	24	18	20	26	28	28
O-6- Not Promoted	48	54	58	66	82	110	114	130
Total O-6 eligible	68	76	82	84	102	136	142	158

Table C: Temporary Promotion Score Range by Rank, 2010-2017

		High	Low	Average	Cutoff
O-4	2010	84.05	31.95	70.04	60.35
	2011	87.00	40.35	77.91	73.45
	2012	80.95	47.05	71.55	65.35
	2013	81.10	57.90	70.98	64.95
	2014	88.45	77.20	83.05	80.00
	2015	85.94	50.49	76.04	72.80
	2016	78.55	17.75	67.44	65.65
	2017	64.40	21.25	59.31	60.45
O-5	2010	91.10	5.60	71.52	75.10
	2011	91.20	7.15	83.31	85.60
	2012	81.85	14.05	65.93	69.75
	2013	88.65	5.20	75.45	80.05
	2014	90.90	47.80	80.69	84.65
	2015	85.18	53.49	74.73	76.35
	2016	82.75	34.50	69.62	73.45
	2017	72.10	26.55	62.88	67
O-6	2010	87.15	42.70	72.11	77.20
	2011	85.85	34.10	73.22	77.85
	2012	85.35	20.20	66.87	73.55
	2013	85.25	25.35	67.03	72.50
	2014	92.35	61.25	82.83	86.75
	2015	90.03	49.88	75.22	79.80
	2016	82.50	18.60	63.52	71.90
	2017	66.10	30.60	56.71	61.45

Table D: Temporary Promotion Average Precept Scores by Rank, 2012-2017

		Performance	Professional Development	Career Progression	Officership
2012	O-4	73.97	73.34	72.10	70.80
	O-5	76.44	73.76	72.52	68.34
	O-6	82.50	76.04	78.29	71.13
	AVG	77.64	74.38	74.30	70.09
2013	O-4	75.03	71.24	71.07	68.83
	O-5	84.35	76.46	84.46	83.04
	O-6	79.12	74.53	76.06	75.29
	AVG	79.50	74.08	77.20	75.72
2014	O-4	84.65	84.38	82.29	81.57
	O-5	88.25	85.69	85.31	84.47
	O-6	89.90	86.70	86.40	86.00
	AVG	87.60	85.59	84.67	84.01
2015	O-4	81.75	68.98	76.55	75.93
	O-5	84.88	71.72	77.42	75.94
	O-6	87.44	76.59	82.63	75.96
	AVG	84.69	72.43	78.87	75.95
2016	O-4	79.00	63.00	66.00	68.00
	O-5	82.00	68.00	71.00	77.00
	O-6	83.00	64.00	71.00	73.00
	AVG	81.33	65.00	69.33	72.67
2017	O-4	62	61	61	61
	O-5	69	67	68	66
	O-6	63	63	63	63
	AVG	64.66	63.66	64.00	63.33